

# Employee Perks and Benefits at Salve Regina University

Our unique combination of benefits and perks were designed to keep you and your family's well-being and happiness in mind, assist with financial needs, foster a continuous learning environment focused on innovative and transformational thinking and promote a healthy work-life balance.

## Perks

- Reduced summer work schedule (early dismissal on Fridays from approx. July – August)
- Holidays, president's days and early release days (for full-time, 12 mo. Employees, approximately 15 days total per calendar year)
- Personal and professional growth opportunities (available through various internal and external vendors/departments)
- Scenic campus location (access to Cliff Walk, Newport mansions and beaches)
- Access to the Salve Regina library, chapel, and recreation center including the fitness rooms
- Invitation to many Salve Regina community events
- Work/life balance (full-time=35 hours/week for many positions)
- Robust wellness program (wellbeing seminars, webinars, access to meal plans, weight-loss plans & exercise/fitness options)
- On-site fitness classes for Salve Regina employees (fitness class availability can be found on the Salve website)
- Up to a \$150.00 gym membership/fitness class reimbursement for employees on the University's healthcare plan (through the Momentum+ wellness program)
- 10% off bookstore purchases and Miley Hall dining facility (must have University ID to receive discounted rates)
- Discounted rates on various products and services etc. (discount options vary, for a full list please contact HR)
- Free RIPTA transportation services (anywhere in the State of RI – must have University ID to receive transportation)
- Self-service Relocation Assistance Portal (for new hires relocating to the RI area)
- Discounted rates on various activities and stores through the [Newport Chamber](#).

## Benefits

- Generous leave time for eligible staff (sick and safe leave, vacation and personal time)
- 403(b) Contribution and advising services (University will contribute up to 8% for eligible employees; on-site advising services available periodically throughout the year with a TIAA representative.)
- College Bound Fund (college savings program – automatic payroll deductions and investment options available)
- Comprehensive healthcare options and affordable insurance premiums
- Employer contributions into a Health Savings Account (must be enrolled in high deductible plan – employer contribution varies based on plan tier)
- Employer paid Life Insurance and Long-Term Disability coverage (LTD: 60% of base monthly salary up to \$10,000, Life equal to \$50,000 – reduced at age 65 to 65% and at age 70 to 50%)
- Optional Dental, Vision, Voluntary Dependent Life Insurance, Flexible Spending Account Plan, Supplemental Insurance (Aflac), and Long-term Care coverage
- Employee Assistance Program (for employees and their family members)
- Up to 100% free tuition at Salve Regina for eligible employees and dependents
- Tuition Exchange Program available for qualified dependents
- Discounted/subsidized rates and employer contribution amounts may vary or change periodically throughout the year. All benefits are subject to eligibility and waiting period requirements. For further information please refer to the [Staff Handbook](#), [Employee Benefits](#) page, or contact Tasha Estrella, Sr. HR Generalist at [tasha.estrella@salve.edu](mailto:tasha.estrella@salve.edu), extension 2119.